



New Horizons



Exploring New Horizons

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New Horizons Looking outward - DASN (Safety) Horizons



- **DASN (Safety) Office**
- **Safety and Occupational Health Personnel**
- **Department of the Navy - Navy and Marine Corps**



New Horizons Looking outward - **DASN (Safety) Horizons**

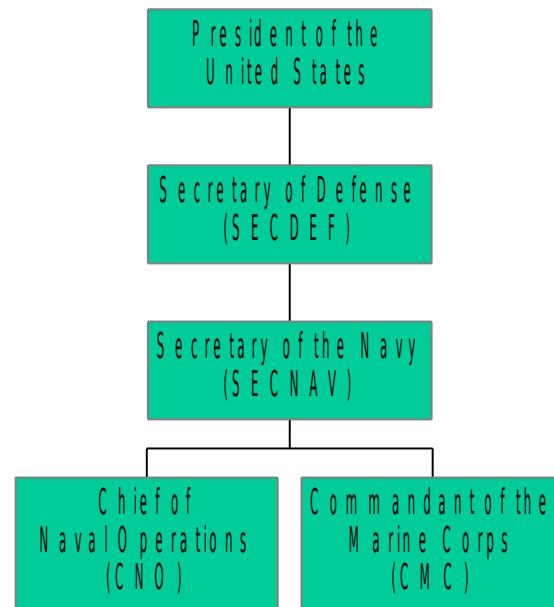


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New Horizons

Department of the Navy Framework





New Horizons

SECNAV's Top Priorities 2003 Strategic Guidance

- **Train, Deter, Fight and Win Nation's Battles**
- **Emphasize Quality of Service**
- **Advance Technology and Sustain Robust S&T Effort**
- **Business Practices**



New Horizons

Balancing Priorities

SECDEF, SECNAV,

CNO, CMC

- **Different words, but agreement on readiness, people, transformation**
- **CNO – safety especially underpins current readiness and quality of service**
- **CMC – sustain unique Marine Corps culture and core values**



New Horizons

DASN (Safety) Vision



***“Mission First, Safety
Always***

-- All Day, Every Day!”



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DASN (Safety) Mission

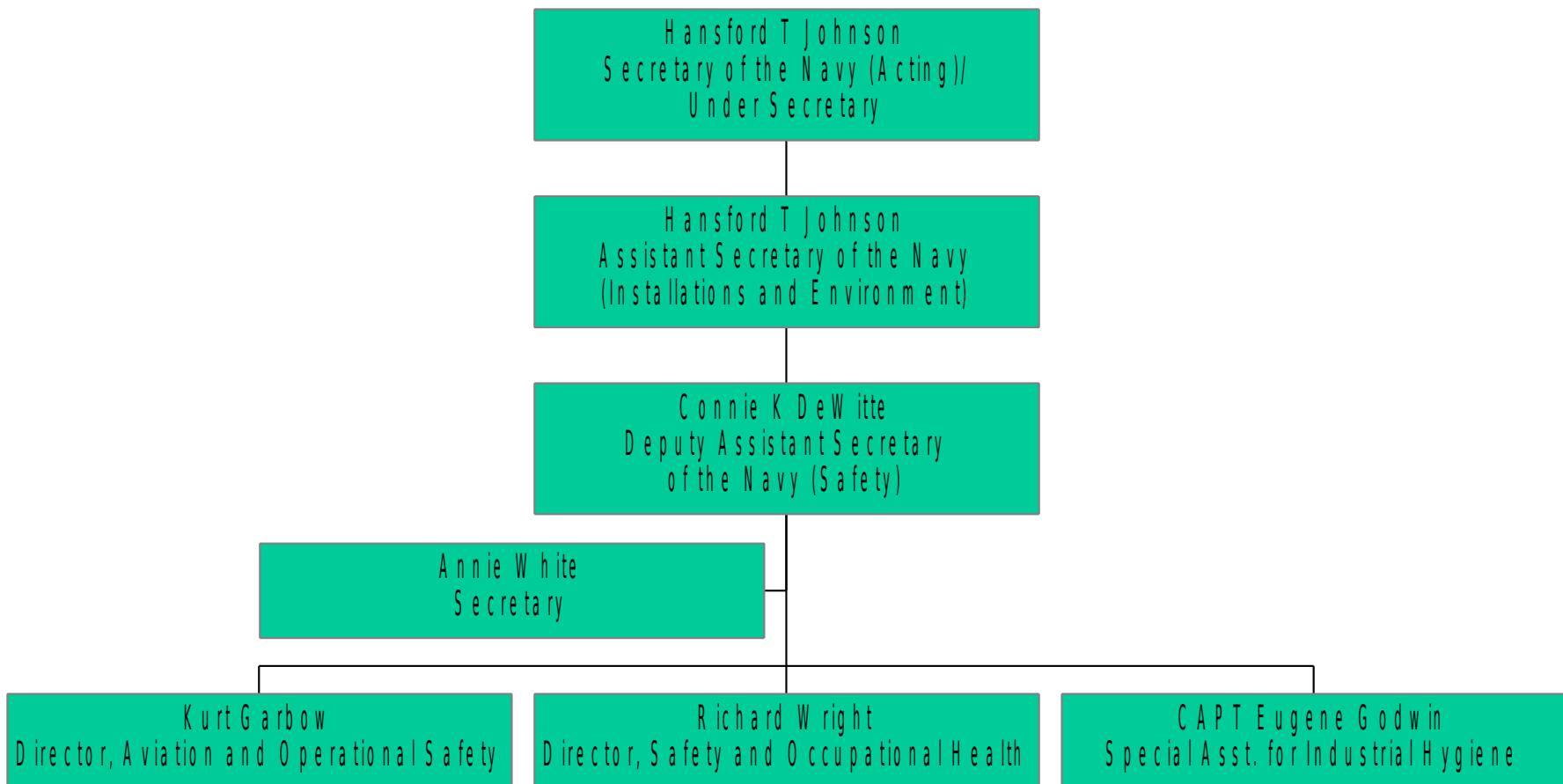


**Policy, oversight,
advocacy, and strategy
for Department of the Navy
safety, occupational health,
and fire protection**



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DASN (Safety) Office





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DASN (Safety) Responsibilities

- **Advise and represent SECNAV**
- **Congress, other Military Departments, and organizations**
- **Coordinate with OSD, CNO, and CMC**
- **Maximize readiness by preserving the safety and health of our Sailors and Marines.**
- **Navy and Marine Corps safety champion**
- **Advocate for safety resources**
- **Advocate safety in acquisition**



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DASN (Safety) Responsibilities



- **Strengthen foundation of Naval safety**
- **Facilitate senior leadership involvement in safety**
- **DON safety civilian career leader**
- **Increase career opportunities and development**
- **Maximize safety technology**
- **Timely hazard and trend information**
- **Effective metrics**



~~New Horizons~~ Sample DASN(S) Safety Initiatives



- **Military Flight Operations Quality Assurance to DoD**
- **NPGS Aviation Safety Research Study**
- **Introduced Fleet Man Overboard Indicator**
- **Funding STARLIGHT© Data Mining Software Demos**
- **Funding NOSSA NDI initiative; ordnance sensors**
- **Plant seeds for future - in planning documents, MILCON hearings, \$5M DoD Motor Vehicle Safety Demo Program**
- **Safety in SECNAV speeches**
- **Attend two-star planning and programming boards**
- **Site visits with ASN(I&E) on reducing Lost Days**



~~New Horizons~~ Sample DASN(S) Safety Initiatives

- **DOD restructuring “Lost time due to injuries website” to UIC chain of command format**
- **DOD FECA and DON HR for effective web-based workers comp management tool (= FECAMIS)**
- **NAVFAC to ensure Fire and Emergency Services are coordinated, integrated and equipped for new threats**
- **DoD Employee Work Safe Demo Programs funding**
- **Center for Naval Analysis studies with CNO**
- **High visibility quarterly SECNAV safety reports to SECDEF**



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New Horizons Framework - DON Workforce Crisis



- **Nearly half (48%) of DON civilian workforce left in past 12 years (most of any service)**
- **Skipped a generation of recruiting efforts**
 - workers were under 46 yrs old in 1988, now older
 - acute at mid-level
 - pipeline drying up
- **Changing workforce**
 - smaller
 - broader responsibilities
 - changing competencies



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Who are DON Safety Personnel?

- **Safety and occupational health managers/ specialists/ technicians, aviation safety officers, industrial hygienists, other occupational health personnel, and more**
- **Military and civilian**
- **Full time and collateral duty**
- **Career and current assignment**



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Start with DON Civilian Safety Community

- **A program for safety & occupational health professionals
(GS-018, 019, potentially 803, 690, others?)**
 - **Selection and recruitment**
 - **Professional development & criteria**
 - **Provide career opportunity & retain**
- **Potential for centralized resources**
- **Uniqueness of Navy and Marine Corps and together what makes sense**



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Why a DON Safety Community?

- **President's Management Agenda - Initiative #1: Strategic Management of Human Capital**
- **Strong safety serves the Navy and Marine Corps people and mission**
- **You deserve it, and it's a worthy legacy**



New Horizons Formulating the DON Safety Community

- Set goals and framework
 - going from red to green
- Status, objective, delta
- Resources



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First steps

- **GS-018 data call to assess current situation**
- **Skills Net to identify skills needed**
- **Assess current resources**



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DON SOH

GS-018 Data Call



- **71% are mid-grade GS-018-11 or 12**
- **37% eligible for retirement within next 5 years**
- **29% intend to retire within next 5 years**
- **50% intend to retire within next 10 years**



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DON SOH

GS-018 Data Call



- **Some GS 5/7/9s can move up, but will still be short 200 GS-018-11s**
- **Activities intend to replace at least 94%**
- **Few activities have used intern, co-op, work-study 15%**
- **45% interested in using intern, co-op, work study**



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DON SOH

GS-018 Data Call



- **84% GS-018 and 019s responded**
- **20% undermanned based on stated needs**
- **10% of safety offices have contractor support**



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GS-018 Bottom Line



- **We stand to lose**
 - **one-third of our mid-grade safety managers in the next 5 years**
 - **one-half in the next 10 years**
- **No pool of upward mobility personnel or new accessions to replace them**
- **Safety community program is critical**



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Skills Net



- **CNO (N1 Personnel) initiative to define and identify competencies (technical and leadership/management)**
- **Already using for military personnel**
- **Safety, test civilian community**



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Current Assets



- **Prior experience and study**
 - NAVOSH Quality Council
 - former Navy intern program
 - interested people
- **New safety communities**
 - Marine Corps first
 - N1 a year later
 - DASN(S) and NAVSAFECEN
- **Sister services have mature programs including safety intern**



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Current Needs

- **SOH Community Plan**
 - Recruit, develop, retain SOH personnel
 - Total program could include: retirees, interns, contractors, certification, requirements, long-term training, resulting in incentives for FERS employees to stay
 - Funding/ resources support
- **Responsive to both Navy and Marine Corps safety communities**
- **Safety Civilian Community Planning Board**



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DON Safety Task Force

- **SECNAV Task Force**
- **Met late FY02 and early FY03**
 - **Issues for reporting chains**
 - **Separate follow-on actions**
 - **Senior leaders to address structure**
- **Roadmap for safety**



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DON Safety Task Force

- **Funding**
 - **Business case**
- **Private Motor Vehicle**
 - **Click It or Ticket**
 - Marine Corps national lead
 - Metric shows it works
- **Metrics**
 - **Useful to commanders**
 - **CNA to answer what made a difference**



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DON Safety Task Force

- **Safety data**
 - Useful analytical information
 - WESS I and II
- **Safety in acquisition**
 - State what we want, not how to do
 - Establish performance-based requirement early



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DON Safety Task Force

- **Private sector perspective**
 - **National Safety Council review of DoD**
 - **DON leadership safety policy and safety exec**
 - **Align systems**
- **Public sector perspective**
 - **Complimentary, including OSHA**



SECDEF and *New Horizons*



SECNAV Leadership for

Safety

- Reduce civilian lost days due to injuries
 - DoD cross-functional effort with safety benefits
 - Results -- Marine Corps doing very well! Navy steady with COP improvement
 - Military metrics coming
- SECNAV is DON Chief of Safety
- Annual DON Safety Recognition Ceremony
 - First, Nov 02 SECNAV, CNO, ACMC
 - Second, Sep 03
 - Ship, Aviation, Shore - Navy and Marine Corps



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Secretary and Mrs. England's Legacy

- **Generous personal cash gift to Navy League**
 - Additional corporate financial support
- **Two perpetual safety awards**
 - Admiral Vern Clark Safety Award
 - General James Jones Safety Award
- **About \$1000 annually each award plus plaque to individual or group that furthers the safety culture of Navy and Marine Corps respectively**